



STEPS TO SUCCESS - BECOMING A PRODUCT/PROJECT/PROGR AM MANAGER

10 September 2003

MAJ(P) William Boruff



AGENDA

- **CAREER PATH**
- **DAU FUNCTIONAL TRAINING**
- **CERTIFICATION & AAC MEMBERSHIP**
- **COMMAND SELECT LIST PROCESS**
- **COMMAND SLATE PROCESS**
- **RECENT BOARD RESULTS**
- **INFORMATION LINKS**



CAREER PATH & TIMELINE

AABC Course

Cmbt Devel/Testing	ACS/TWI	MEL-4	APM/FQ Assignment	DA/OSD/MACOM H	PRE-CMD	PM
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...the paths and timelines vary,
but all pass through the same general gates...





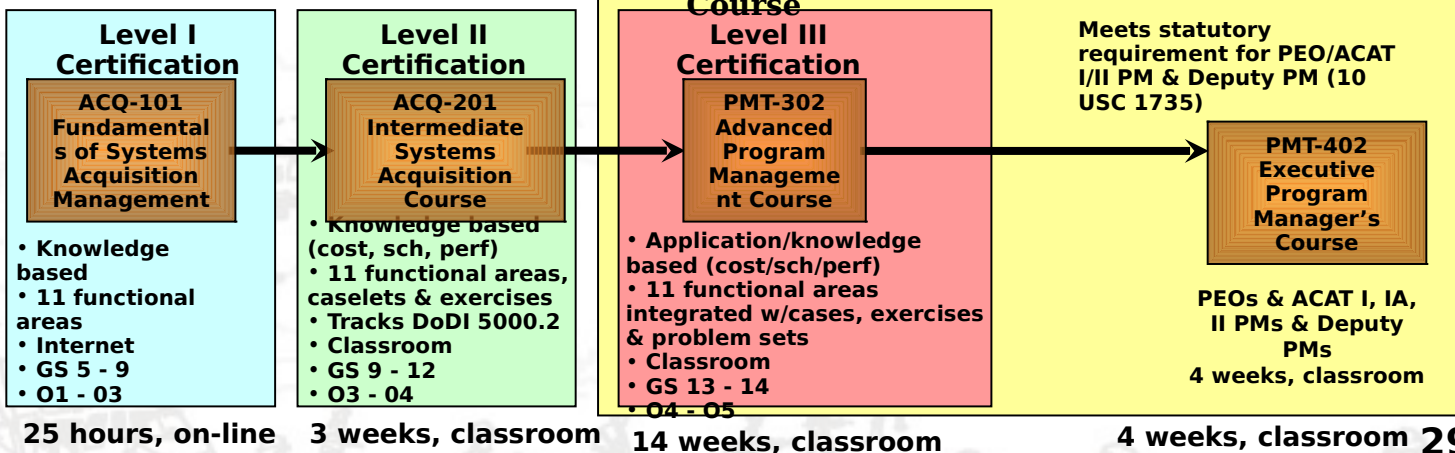
Program Management Career Track Change

Former Program Management Career Track

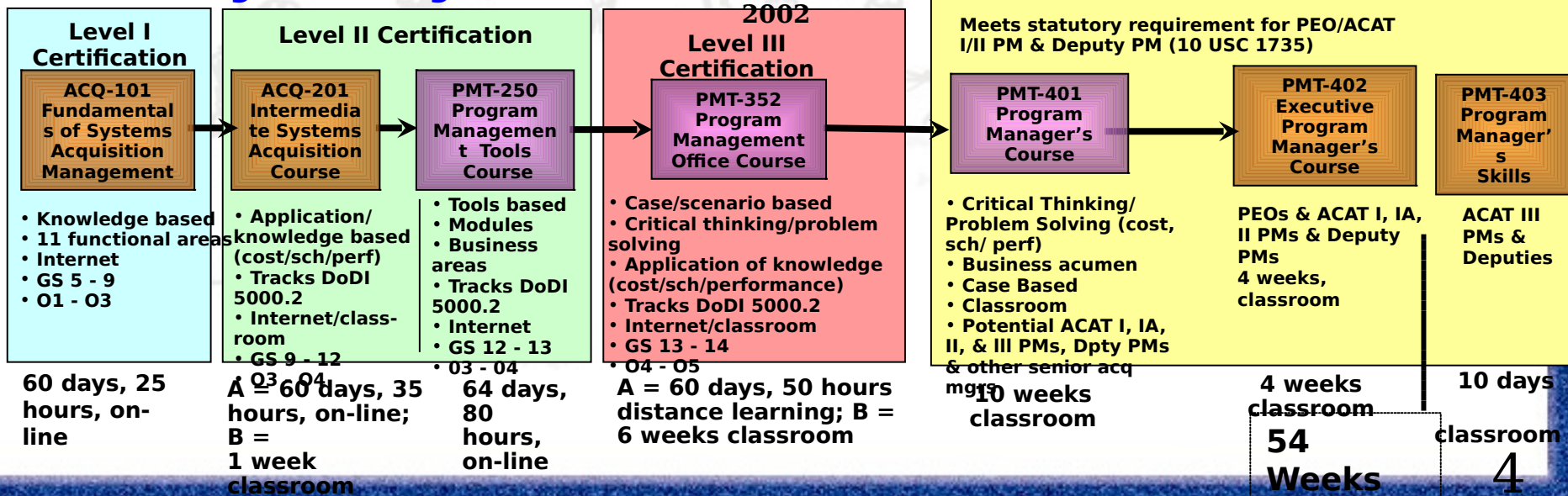
May-Aug 2002 = last PMT 302

DAU PD(Sys Acq & PM Cert), 10 Feb 2001

- current courses
- optional course
- new courses
- Level I Cert
- Level II Cert
- Level III Cert
- Title 10 PEO/PM



Current Program Management Career Track Begins in 2002





Certification & Corp Membership

➤ **Who: All members of the AAW**

- Requesting certification and corps membership is an individual responsibility.

▢ **What:**

➤ **Certification**

- Level III in Primary AOC
- ▢ Level II in a Secondary AOC

▢ **Corp Membership**

- ▢ Be in grade of MAJ or above.
- ▢ Have 4 years of acquisition experience in DoD or comparable position in industry or government.
- ▢ Be certified in an AOC at Level 2.
- ▢ Have a baccalaureate degree (any discipline) and meet specific requirements for business related coursework.

▢ **How:**

- ▢ **Certification** - Contact Ms. Veronica Gonzalez, (703) 325-3130, DSN 221-3130, or Veronica.Gonzalez@hoffman.army.mil
- ▢ **Corps Membership** - Write "Request Corps Membership" on ORB. Sign & date ORB. Fax to AMB, ATTN: "Ms. Rosalyn Ford" or Your Assignment Officer



CSL Approval Process



Officers have 30 days from release to decline without prejudice. Slate approval process is a separate process which occurs after the approval of the CSL. The actual slate will not be released until after the 30 day decline without prejudice period has passed. If an officer declines after the 30 day window has closed, the officer must decline with prejudice (i.e., may not compete ever again for command at this level).

LEGEND

DMPP - Director of Military Personnel Policy, G1
General Counsel

TJAG/OGC - The Judge Advocate General / Office of the

ASA (M&RA) - Assistant SecArmy, Manpower & Reserve Affairs
ASA (AL&T) - Assistant SecArmy, Acquisition, Logistics, & Technology

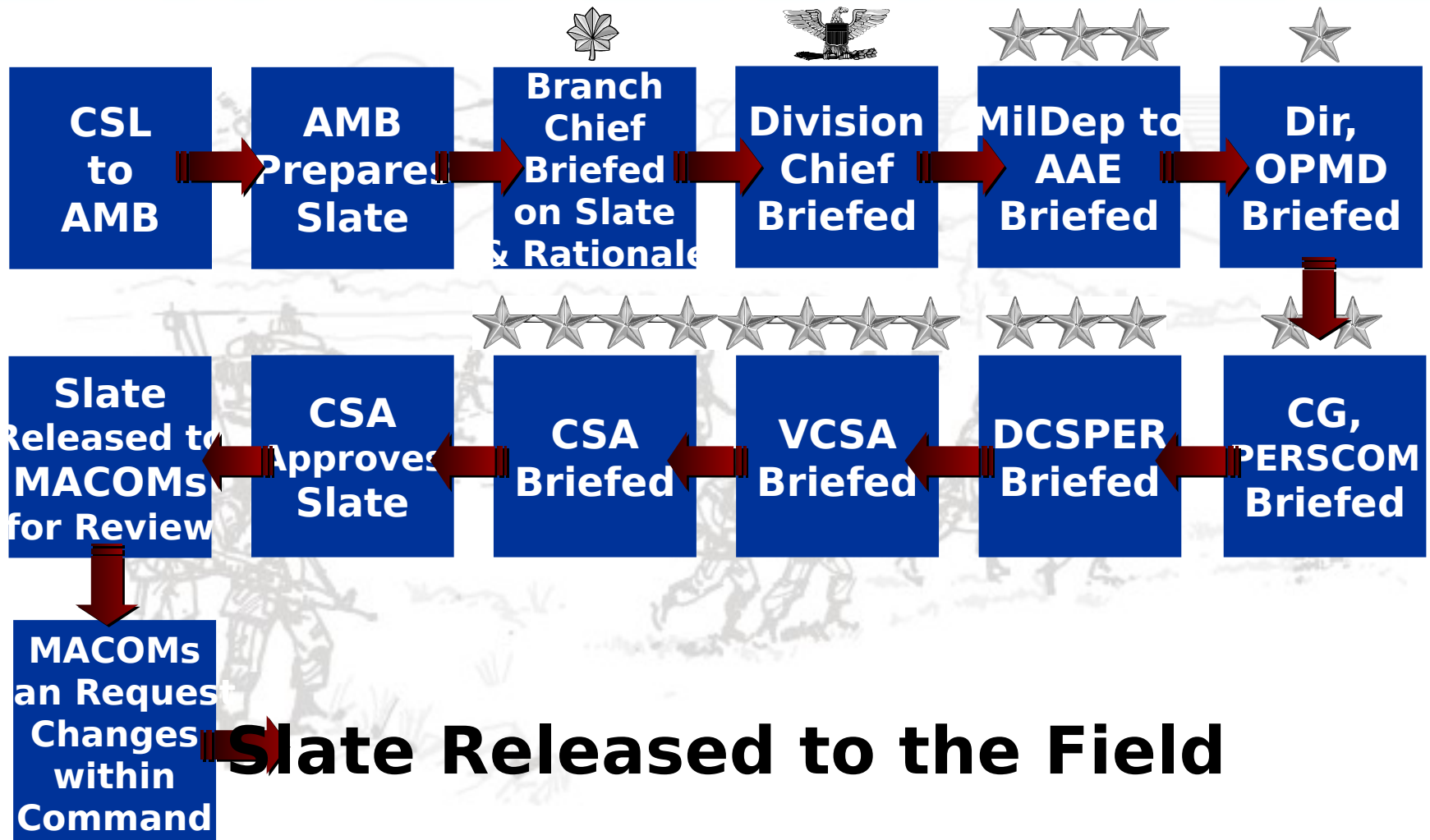


CSL Slate Considerations

- **Army Chief of Staff guidance**
- ▮ **OPMD Director Guidance**
- ▮ **DACM Guidance**
- ▮ **OML**
- ▮ **Officer Preferences**
- ▮ **Officer's required skill set for position**
- ▮ **Expected report date/officer's availability date**
- ▮ **EFMP**
- ▮ **Joint Domicile**
- ▮ **Tour Equity**



CSL Slate Approval Process





Actions After Slate Approval

- **List is prepositioned to commands**
- **Commands may request reslates within their command**
- ▢ **No reslate requests - announce date to release slate**
- ▢ **Slate released - officers notified of command location and date of assumption by the command**
- ▢ **Following notification, assignment officers can talk to officer (normally a wait time of 30 days to ensure all officers were notified)**
- ▢ **AMB must receive approved paperwork from ASC establishing/disestablishing a command before making changes to command assignments**



FY04 LTC/GS14 PM/Command

Military

17% (42/241) Selection Rates

of those military selected

6	14%
27	64%
33	83%

BZ (LTC)

First Look

Resident MEL-4

**COM+/ACOM File + 75% ACOM
OERS + Diversity of Acquisition
Experience +
PM / Contracting Experience = LTC
PM / CMD**

Civilian

11% (6/53)

Profile of Military Selected

100% have Masters

Degree
**Avg 3.5 ACOM OERs out
of 4.6 DA67-9 OERs**

**90% of those slated to PM
or AC command positions
served 2 years in Program
Office, major HQ staff
assignment, and/or XO
positions**

***57% of those slated to
contracting command
positions had at least four
years with DLA, AMC,
FORSCOM, and/or staff for
ASA(AL&T)**

***4 officers slated to
contracting commands
were not 51Cs**



FY04 COL/GS15 PM/Command

Military
52% (26 / 50)

Selection Rates

Civilian
7% (2 / 28)

of those military selected

1 out of 26	4%
22 out of 26	85%
19 out of 26	73%

BZ (to COL)

First Look

Resident MEL-1
(Graduate or Enrolled)

COM+/ACOM File + 67 % LTC/GS15
PM/CMD OERS are ACOM +
Diversity of Acquisition Experience

+
PM / Contracting Experience =
COL PM / CMD

Profile of Military Selected

100% have Masters
Degree

65% were SSC graduates

100% were CSL PM/CDR at
the LTC/GS14 level

Avg 2 ACOM OERs out of
3 DA67-9 OERs while in
LTC PM/CMD

Primary's That Decline

Prior

3 W/in 30 days

4 After 30 days

2



Stay Informed

PERSCOM On-Line

www.perscom.army.mil

Acquisition Management Branch (AMB)

www.perscom.army.mil/OPfam51/ambmain.htm

Army Acquisition Corps (AAC)

dacm.rdaisa.army.mil/

**Assistant Secretary of the Army for
Acquisition, Logistics, & Technology
(ASA(ALT)) On-Line**

www.saalt.army.mil/

Individual Development Plan (IDP)

rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm

Defense Acquisition University (DAU)

www.dau.mil

Defense AC Deskbook

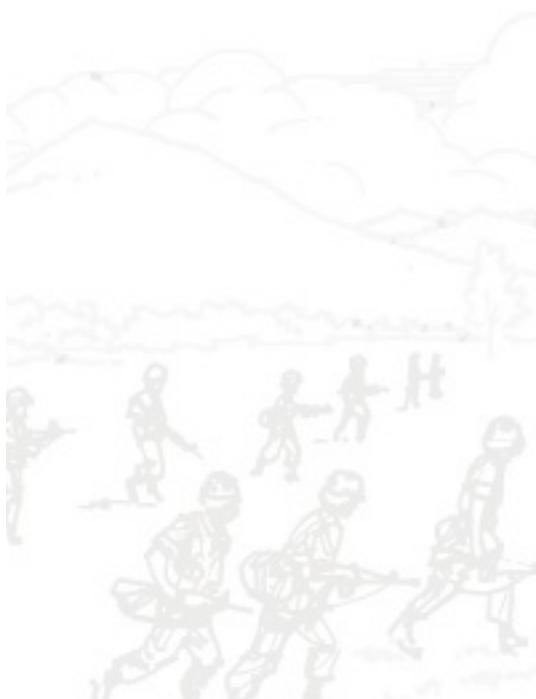
web2.deskbook.osd.mil/default.asp

**Research, Development, & Acquisition
Information Systems Activity**

www.rdaisa.army.mil/rdaisa/homepage/index.htm



Questions



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MAP(P) Jeannette Jones, LTCs L-Z, (703) 325-3129, DSN 221

MAP(P) Ed Lane, COLs, (703) 325-3090

MC Bill Yager, Pfc COMMANDER, DSN 325-3125